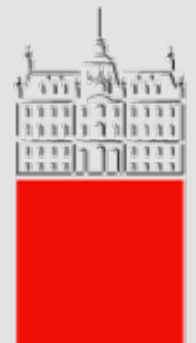


# The involvement of PhD and post-doc students in the research work: experiences and proposals of students' representatives

EUTOPIA2050 Western Balkans Workshop

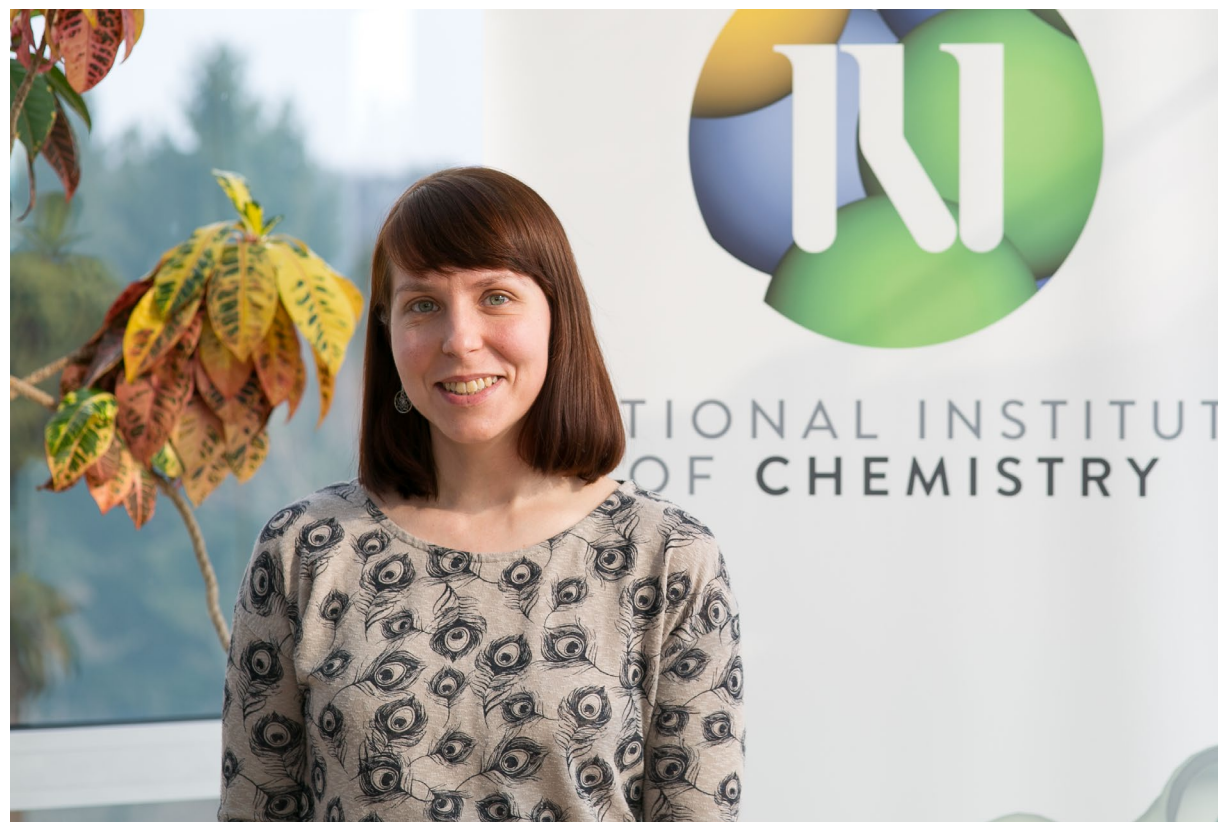
Ljubljana, September 3, 2020

Univerza v Ljubljani

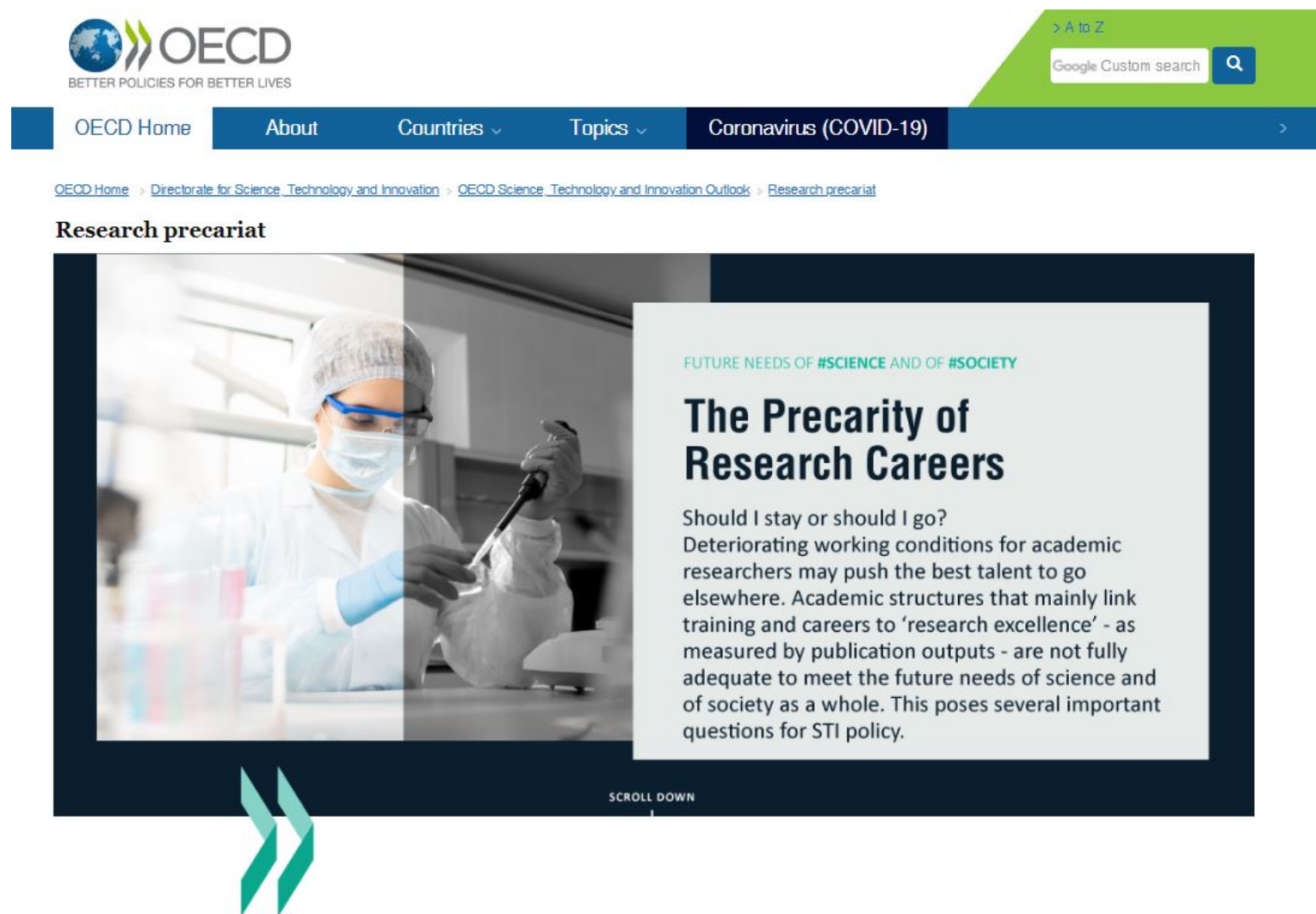


About me:

dr. Tea Romih,  
Slovenia



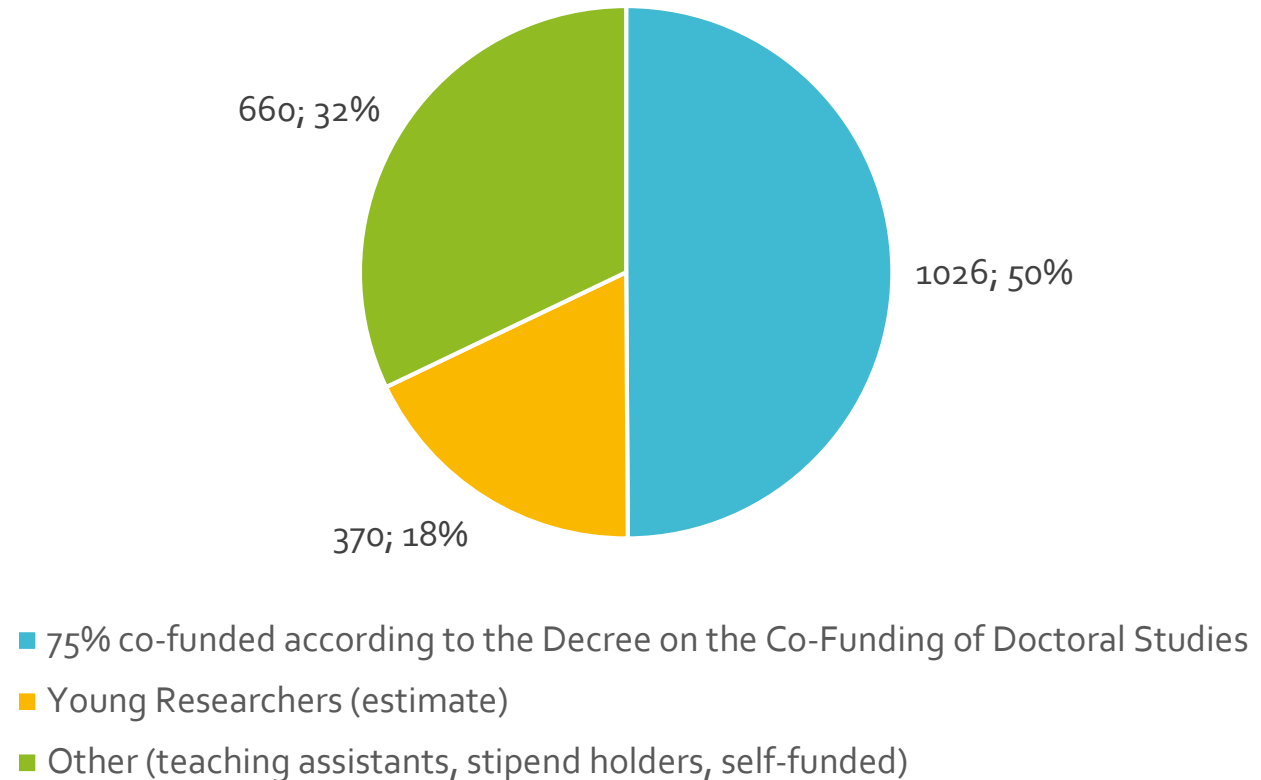
Eurodoc is a stakeholder in the OECD project „Reducing the Precarity of Research Careers“



<http://www.oecd.org/sti/science-technology-innovation-outlook/research-precariat/>

# Statistics for the University of Ljubljana: PhD students

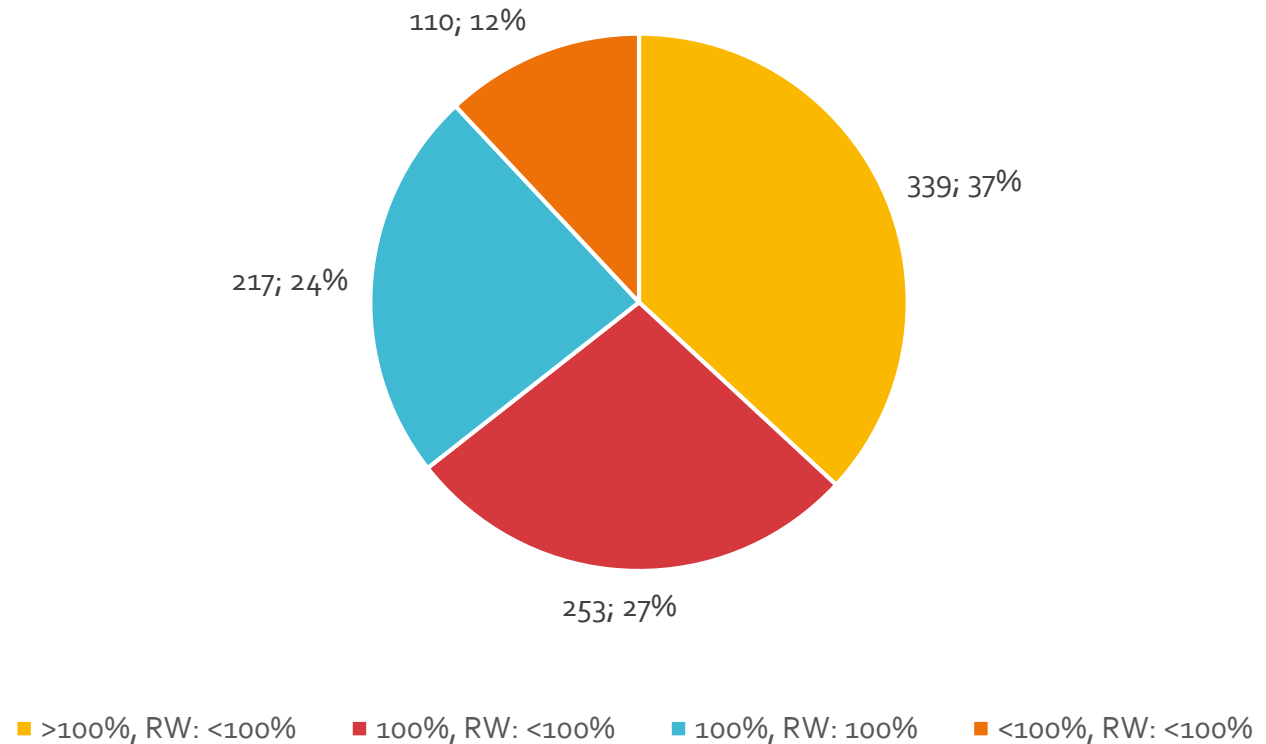
Funding sources of the PhD students enrolled at the University of Ljubljana in the study year 2019/20 (N = 2056)



Data source: Doctoral School of the University of Ljubljana

# Statistics for the University of Ljubljana: postdocs

Employment contracts of the early-career researchers at the  
University of Ljubljana (graduated 2010–2020; N = 919)



The meaning of the labels: % of employment, RW = % of research work

Data source: Slovenian Current Research Information System (SICRIS)

HE system after  
the pandemic:  
trouble on the  
horizon?

June 25, 2020



PROFESSIONAL JOBS EVENTS RANKINGS STUDENT SERVICES



## THE Leaders Survey: Will Covid-19 leave universities in intensive care?

Has the online transition worked out? How far are student numbers likely to decline? Will governments still have money to invest in universities and research after the pandemic is over? And what does all that mean for staffing? These are just some of the issues explored by our survey of 200 university leaders from 53 territories. Paul Jump runs through the results



### FEATURED JOBS

Lecturer/Senior Lecturer in Quantum Communication Technologies  
UNIVERSITY OF BRISTOL



Placement Officer  
BPP UNIVERSITY



Admission Executive  
UNITED ARAB EMIRATES UNIVERSITY

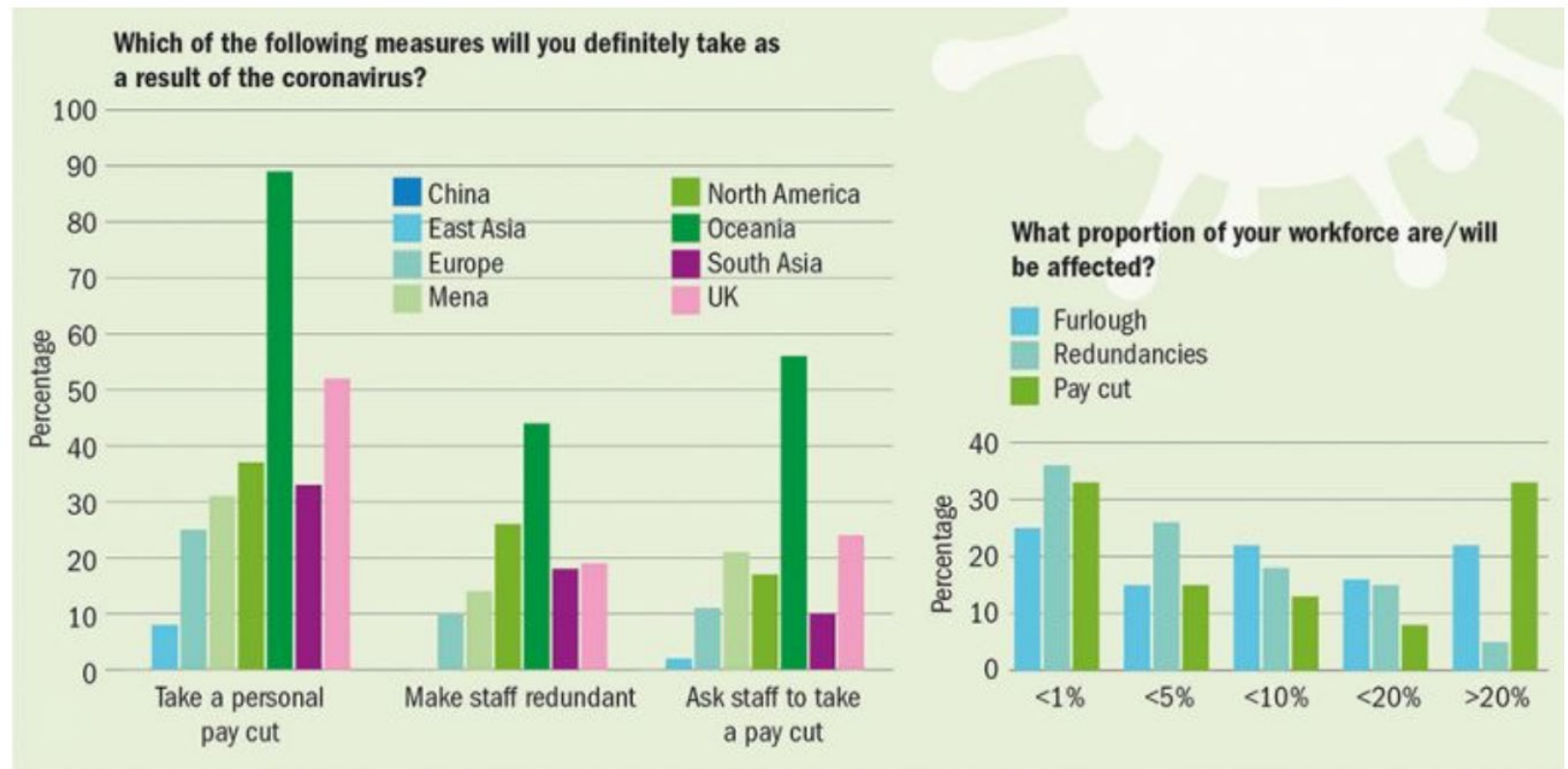


Research Fellow,  
Nanyang Environment and Water Research Institute



<https://www.timeshighereducation.com/features/leaders-survey-will-covid-19-leave-universities-intensive-care>

# HE system after the pandemic: trouble on the horizon?



On August 31, 2020, Slovenian government announced an R&D budget cut of 22 million EUR.



What did  
Slovenia learn  
from the 2009–  
2016 financial  
crisis?

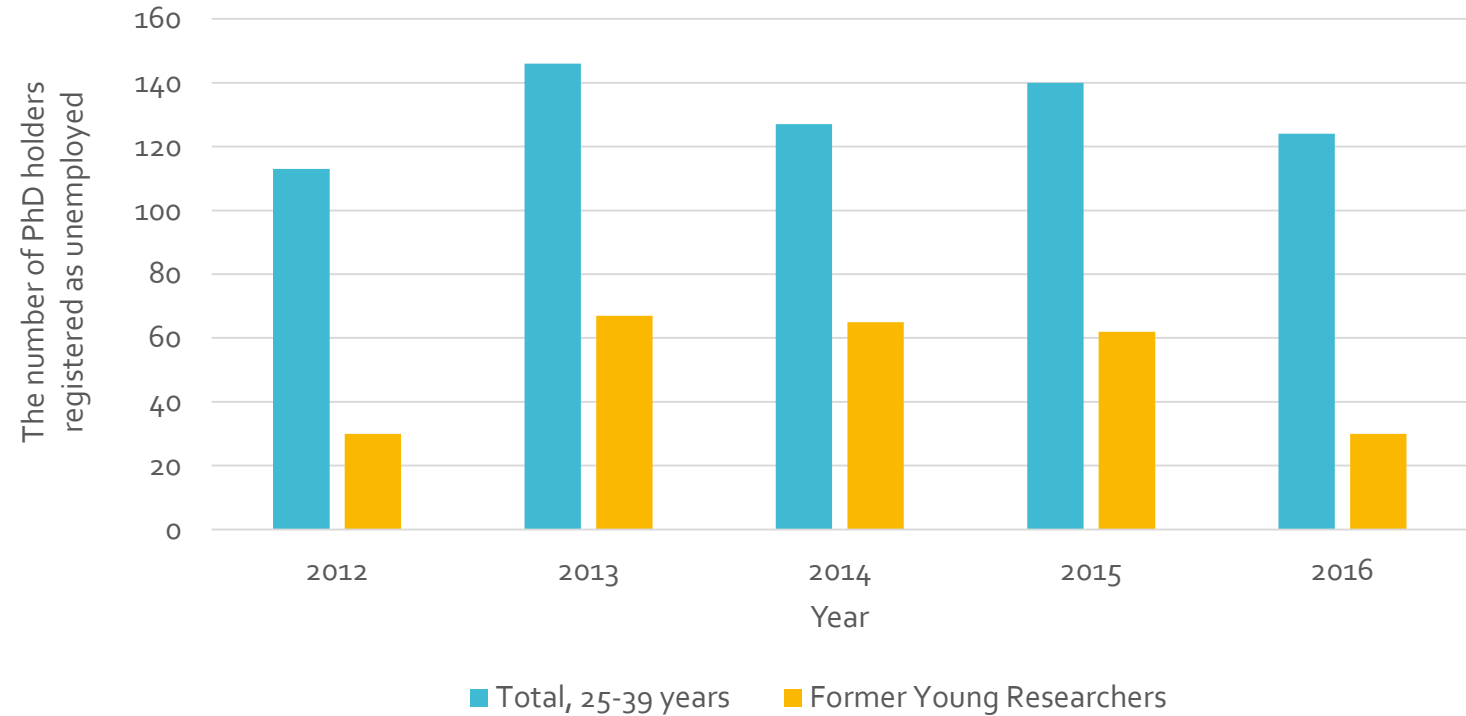


Data source: Employment Service of Slovenia



# What did Slovenia learn from the 2009–2016 financial crisis?

The number of PhD holders registered as unemployed in the age category of 25–39 years vs. unemployed former Young Researchers (2012–2016)



Data source: Employment Service of Slovenia and Slovenian Research Agency

# What can be done?

Declaration on Sustainable Researcher Careers - May 2019



## Executive Summary

This *Declaration on Sustainable Researcher Careers* provides recommendations, drawn up based on a symposium organised by major researcher communities, in an effort to empower researchers and secure a globally competitive European Research Area (ERA) and Higher Education sector. The Marie Curie Alumni Association (MCAA), and the European Council of Doctoral Candidates and Junior Researchers (Eurodoc) jointly urge the following critical points to be considered by all stakeholders of European research, especially by research funders and universities:

1. Provide sustainable career prospects for researchers
2. Deploy career management services at organisations employing researchers
3. Put more emphasis on transferable skills training and recognition
4. Provide a wide variety of networking options and services in and outside of academia

<https://zenodo.org/record/3194228>

# 1) Provide sustainable career prospects

<https://zenodo.org/record/3194228>

- The HE system needs to adapt to the **new supply/demand situation** on the academic job market
  - The number of PhD holders grew **by 38% between 2000 and 2009** in the OECD countries and continues to grow
  - **In 2018, 70%** of PhD holders had to seek employment outside academia
- Employment forms need to be **long-term, stable and sustainable**
  - Create **more permanent research positions** instead of endless postdoc contracts/stipends (<https://www.nature.com/news/the-future-of-the-postdoc-1.17253>)
  - Implement **appropriate research funding mechanisms**
  - Include potential **non-academic employers** into research projects
- The **»publish or perish« culture** needs to end
  - There is more to research than citations and IF
  - [DORA Declaration](#), [Hong Kong Principles](#)

Let's change  
what we value  
in research.



# An example of good practice

## Institut "Jožef Stefan"

IJS



### DIREKTORJEV SKLAD

#### POZIV ZA PREDLAGANJE PROJEKTOV 2020

Strokovni svet direktorja Instituta "Jožef Stefan" objavlja peti interni poziv za predlaganje projektov Direktorjevega sklada, ki so namenjeni nakupu ter izgradnji nove raziskovalne infrastrukture v okviru internega investicijskega projekta z namenom, da se olajša in omogoči ustvarjanje obetajočih novih raziskovalnih področij raziskovalkam in raziskovalcem mlajše generacije. Na podlagi ocenjevalnega postopka bosta v financiranje izbrana eden ali dva predloga, ki bosta vsebovala jedrnato in jasno predstavitev nove infrastrukture in bosta ustrezno utemeljena. Predloge projektov lahko pošljejo mlajše raziskovalke in raziskovalci do sedem let po doktoratu (to obdobje se lahko smiselno podaljša za čas porodniškega oziroma starševskega dopusta ali zaradi drugih objektivnih razlogov), ki želijo nadaljevati svojo raziskovalno pot na Institutu. Predlogi projektov morajo biti napisani v angleščini v skladu z objavljenimi navodili.

- Objava poziva: 28. november 2019
- Rok oddaje predlogov projektov: 3. februar 2020
- Objava sklepa o izboru: 27. marec 2020

### DIRECTOR'S FUND

#### CALL FOR PROPOSALS 2020

The Director's Council of the J. Stefan Institute announces the fifth Call for Proposals for the Director's Fund projects, which focuses on purchasing and/or developing a new research infrastructure (as part of an internal investment project) with the aim to facilitate and enable the creation of promising new research areas for younger generations of researchers. Either one or two proposals that include a concise and clear presentation of the new infrastructure and its justification will be selected on the basis of a comprehensive evaluation process. Eligible applicants are those younger researchers who have completed their doctorates within the past seven years (this period may be reasonably extended for maternity or parental leave or for other objective reasons) and have decided to continue their research careers at the Institute. The proposal must be written in English.

- Publication of the Call: November 28, 2019
- Deadline for submission of proposals: February 3, 2020
- Announcement of final decision: March 27, 2020

[https://www.ijs.si/ijsw/V001/Direktorjev\\_sklad](https://www.ijs.si/ijsw/V001/Direktorjev_sklad)

## 2) Provide institutional support

<https://zenodo.org/record/3194228>

- PhD students and early-career researchers should be offered **career support services**
  - Provide an **overview of possible career pathways** early in the doctoral program
  - Support **transition to non-academic careers**
  - Foster connections with potential **non-academic employers**
- **Mental health issues** should be recognized and addressed
  - Address **institutional/sectoral causes** (poor mentorship practices, precarious funding, the culture of workaholism)
  - Identify **at-risk populations** (e.g., young parents, foreigners, minorities)
  - Ideally, connect researchers with **specialist counselors** (subsidies for therapy?)
- Appropriate education and training should be provided **also to the supervisors**

### 3) Provide transferable skills

<https://zenodo.org/record/3194228>

- »Soft« transferable skills

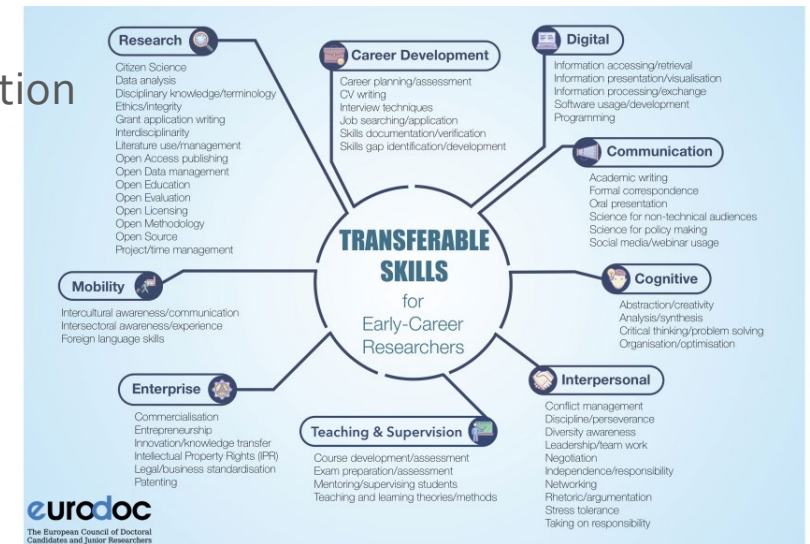
- Formal writing and oral presentation
- Leadership/team work
- Project/time management

- »Hard« transferable skills

- Data analysis, statistics
- Computer programming
- Intellectual property rights, patenting
- Policy analysis

- Open science

- Open and FAIR data/methodology/software/hardware
- New occupation: **Data Steward**



<http://eurodoc.net/news/2018/press-release-eurodoc-report-on-transferable-skills-and-competences>

Thank you for your attention!

<https://www.mladaakademija.si>

[info@mladaakademija.si](mailto:info@mladaakademija.si)